EQUALITY FOR WOMEN

A FIVE-YEAR PLAN OF ACTION

1985-89

PROGRESS REPORT TO MARCH 1988

Northwest Territories Minister Responsible for Status of Women

Tabled November 8 1988

October 1988

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October 1988

INTEGRATING STATUS OF WOMEN CONCERNS INTO GNWT PLANS, POLICIES AND PROGRAMS

1. Policy on Equality of Women and Men in NWT

To develop a policy and directive as a departmental guideline for promoting equality of men and women by GNWT.

RESPONSIBILITY CENTRE

Women's Secretariat in consultation with departments

PROGRESS REPORT TO MARCH 1987

This policy was approved in 1985 at the same time as the Action Plan.

PROGRESS REPORT TO MARCH 1988

The appropriate departments are being encouraged to implement Action Plan items - the first progress report was tabled on February 17, 1988.

2. Executive Documents to Include Implications on Status of Women

Departments and other GNWT agencies to be required to include in Executive discussion and decision papers a section on Implications for the Status of Women.

RESPONSIBILITY CENTRE

Women's Secretariat; Priorities and Planning Secretariat; GNWT Departments and Agencies.

PROGRESS REPORT TO MARCH 1987

"Implications for the Status of Women" is in the Priorities and Planning handbook and is considered in the preparation of documents.

PROGRESS REPORT TO MARCH 1988

As above.

3. Statistical Data on Women

To enhance quantity of reliable statistical data on equality of men and women in the NWT.

RESPONSIBILITY CENTRE

Statistics Bureau; all other departments with Action Plan items.

PROGRESS TO MARCH 1987

The Statistics Bureau collects and maintains statistical information for women and men separately. 1986 census information relating to Status of Women will be available through the Bureau. The Bureau has agreed to assist and advise the Women's Secretariat and other departments in any attempts to improve the keeping of statistics affecting women. Individual departments will keep their own statistics.

PROGRESS TO MARCH 1988

Continuation of above.

4. **Resources of Women's Secretariat**

To examine resources of Women's Secretariat to meet objectives adequately.

RESPONSIBILITY CENTRE

Women's Secretariat

PROGRESS TO MARCH 1987

Increase to five staff members. Secretary, Executive Secretary, Administration Clerk, Research Analyst and Co-ordinator of Community Work.

PROGRESS TO MARCH 1988

As of April 1987, the Secretariat has five PY's as above. Administrative and secretarial work is also done for the NWT Advisory Council on the Status of Women from the same office.

EMPLOYMENT

5. **Child Care - Tax Deduction Lobby**

To lobby the federal government to revise tax legislation to enable deduction of full cost of child care as an employment expense, for tax purposes.

RESPONSIBILITY CENTRE

Minister Responsible for Status of Women

PROGRESS TO MARCH 1987

The Minister of Social Services has supported this revision; has spoken to it at Ministerial meetings and included it in the GNWT submission to the Federal Task Force on Child Care.

PROGRESS TO MARCH 1988

In December 1987, the Federal Government announced tax changes as part of the National Strategy on Child Care. These changes allow for child care tax deductions of up to $4,000 for children under 6 and $2,000 for children aged 7-14. This doubles the previous maximum. The per family ceiling has also been eliminated. A supplement to the child tax credit will also be available for many low and middle income parents who either stay at home or do not have receipts for their child care costs.

These changes go part way to allowing parents to deduct the real costs of child care. However the true costs in a day care centre in Yellowknife for example are $5,280 per year for a child under 6. Further lobbying efforts of the Federal Government, via letter, will be undertaken this year.

6. Vocational Training Equal Opportunity

To ensure vocational courses at Thebacha College provide equal training opportunities for women and men by actively recruiting women for training in non-traditional occupations and new technical fields, and by offering courses in which women have a traditional interest.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

Arctic College (Thebacha College) has highlighted the participation of women in non-traditional occupations in its public relations material. The course calendar for 1987/88 will also promote this. Enrollment in trades courses was 75 women and 105 men in 1985/86 and 100 women and 123 men in 1986/87. (Cooking and secretarial arts courses, which are traditional occupations for women, are included in these trade figures.)

PROGRESS TO MARCH 1988

Enrollment in non-traditional trades courses (carpentry, welding, heavy equipment operator, electrical, housing maintenance, mechanics only) for 1987/88 was 4 women and 450 men. (Note that the figures for the previous year included traditional courses such as cooking)

The Department of Education will ensure that non-traditional occupations are exhibited during career shows.

Brochures will be distributed through Guidance Counsellors to encourage female students to consider training in non-traditional occupations.

7. **Equal Pay for Work of Equal Value - Internal Checks in GNWT**

Until such time as research on methods of implementing equal pay for work of equal value is sufficient to embark on full implementation of a government-wide program, to undertake additional internal checks between categories of employees as to skill, effort, responsibility and working conditions required in positions to ensure equal pay for work of equal value. Particular attention to be paid between categories dominated by women and those dominated by men.

RESPONSIBILITY CENTRE

Department of Personnel in consultation with the Equal Employment Directorate

PROGRESS TO MARCH 1987

Internal pay equity is routinely reviewed during the development of new or revised classifications standards. Progress in Manitoba and Ontario is monitored.

PROGRESS TO MARCH 1988

As above.

8. **Personal Harassment Procedure**

To develop a personal harassment procedure for the GNWT.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

A policy on sexual harassment is in final draft form.

PROGRESS TO MARCH 1988

A policy on Sexual Harassment was passed on April 16, 1987 (Collective Agreement - page 88, Article 50). The Minister announced that the policy had been passed to the Legislative Assembly. Mention of the policy was also made in the 1987 Annual Report on Page 84.

9. **Women on Selection Boards**

To provide for participation of women on selection boards for all openings in the public service, wherever practical.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

No formal process has been established to ensure that there is a woman on every selection committee, but staff are more aware of the advantages of such a procedure. More women have been hired to participate in recruitment. Five women at Headquarters and eight women in the regions routinely represent the Department in selection interviews. This is 50% of the staff with staffing responsibilities.

PROGRESS TO MARCH 1988

18 professionals fulfill the staffing function. Eight are female; three in the regions, five in headquarters. 45% chance of a staffing officer being female on a selection committee. Considering the ratio of males and females in this profession (about 50/50) we are rapidly approaching the norm for North America.

10. **Job Sharing**

To examine jobs in GNWT for job sharing potential and advertise suitable positions open to job sharing proposals.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

No progress reported.

PROGRESS TO MARCH 1988

There are no barriers in the GNWT to job sharing. Currently have several positions job shared and are entirely amenable to increasing this number at the request of the hiring managers.

11. **Part-Time Work Benefits**

To develop a consistent approach to benefits for part-time employees in GNWT ensuring benefits are equivalent to pro-rated benefits of full-time employees where possible.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

More and more benefits provided to full-time indeterminate staff are now available on a pro-rated basis to part-time staff. The desirability and cost of pro-rating all benefits are still under review. At present, part-time employees working more than 30 hours per week do not receive Superannuation or Group Surgical Medical Insurance Plan. They receive all others on a pro-rated basis.

PROGRESS TO MARCH 1988

Part-time employees currently receive benefits on the basis of a pro-rating to the percentage of hours worked, as negotiated in the union contract. There are some benefits where contracts require a minimum number of hours worked for qualification and others which are mandatory after a cut off number of hours worked.

12. **Promotion Campaign to Encourage Women to Start Small Businesses**

To launch a promotional campaign to improve the representation of women as owners of private businesses.

RESPONSIBILITY CENTRE

Women's Secretariat

PROGRESS TO MARCH 1987

This is in the developmental stage.

PROGRESS TO MARCH 1988

The Secretariat has provided encouragement and support through workshops in identifying financing programs and courses/workshops to assist women in business awareness.

The Secretariat was a key organizing agent in the planning of a conference in October 1987 titled "Women Mean Business". Planning for a follow-up conference, "Women Managing for Success", in October 1988 is underway with FBDB, Department of Economic Development, Chamber of Commerce, YWCA and Business and Professional Women's Association.

In conjunction with the Department of Economic Development, a preliminary needs assessment has been undertaken, including a search for policies and programs in other jurisdictions for female entrepreneurs. From this we will be looking towards developing a strategy that will contain a broad range of measures, including policies and programs to promote women entrepreneurs.

13. **Maternity Leave Guaranteed**

To revise legislation guaranteeing women the right to maternity leave.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

Feasibility is being reviewed.

PROGRESS TO MARCH 1988

An amendment to the Labour Standards Act was tabled in February 1988 which included provisions for maternity leave after a woman has worked for a certain period of time (established by Regulation). The maternity leave will be for 17 weeks and a further 7 weeks of leave can be applied for under certain circumstances. It is anticipated that the amendments to the Act, including Part IV-1, Maternity Leave, will be proclaimed on September 01, 1988.

14. Parental Leave Examined

To study implications of legislating rights regarding parental leave, including practices in other countries and Canadian jurisdictions.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

Is under study.

PROGRESS TO MARCH 1988

Parental leave was studied; recommended action only on maternity leave, see #13.

15. Domestic Labour Protection

To review labour legislation to consider inclusion of protection of domestic labour in the context of NWT circumstances.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

Feasibility is being reviewed.

PROGRESS TO MARCH 1988

An amendment to the Labour Standards Act was tabled in February 1988, which included provisions in the Act to include domestic workers, except for certain provisions relating to hours of work and overtime which will be specified in the Regulations. Domestic workers will be entitled to all of the provisions of the Labour Standards Act including vacation pay, termination notice, etc.

16. **Child Care Policy and Program**

To develop a policy and funding proposal on child care in NWT which will address:

(1) The need for day care facilities in each community
(2) The role of GNWT to effectively meet this need through:

    (a) provision of facilities,
    (b) operating subsidies,
    (c) provision of qualified workers,
    (d) development of standards for day care;

(3) Child care needs of youth as well as pre-schoolers.

RESPONSIBILITY CENTRE

Department of Social Services

PROGRESS TO MARCH 1987

Legislation has been reviewed by the Executive Council and will be tabled in the May 1987 session of the Legislative Assembly. A Policy and Decision Paper on Financial Assistance is being considered by the Priorities and Planning Committee of the Executive Council.

In addition, a campaign was launched to publicize the Day Care Subsidy to ensure more people were aware of it, and the application procedure was simplified to made the subsidy more easily accessible.

PROGRESS TO MARCH 1988

The Department brought forward and had proclaimed into law on January 01, 1988 the Child Day Care Act. Accompanying Regulations are currently being reviewed and will come into effect by July 01, 1988.

Funding proposals were held in abeyance pending the announcement of the Federal initiative in December. Intensive work has been undertaken to prepare a position regarding funding for users and providers of day care services, and to revise the draft policy paper. The funding proposal and the policy will be submitted prior to the end of the fiscal year.

Discussions with the federal government to maximize funds available to the NWT under the new initiatives have commenced.

UPDATE APRIL - JUNE 1988

A mandate to negotiate a cost-sharing arrangement with the federal government has been established and initial discussions are underway. An allocation for child care is anticipated in the 1989-90 budget.

The elements of a child care policy are being researched and developed in cooperation with the Women's Secretariat, and in consultation with day care operators, women's and community groups.

The regulations are in effect as of July 1st, 1988 and the department is providing information to existing and potential daycare operators on the licensing requirements and procedures. Information about the Federal Child Care Initiatives Fund is also being provided.

17. Affirmative Action for Women in GNWT

To develop an affirmative action program for women with emphasis on their participation at higher, decision-making levels and in non-traditional occupations. The program should include hiring, training and promotion components.

RESPONSIBILITY CENTRE

Equal Employment Directorate

PROGRESS TO MARCH 1987

A draft of the Equal Employment Policy has been prepared in consultation with the Affirmative Action Advisory Committee. It includes women as a target group. It is to be approved by the Priorities and Planning Committee of the Executive Council and then implemented in the same way as has been done for the native target group.

NOTE: The NWT Housing Corporation has developed its own Affirmative Action Program which includes women as a target group. Its goals are similar to those of the GNWT program and it will be implemented in 1987. All female applicants for jobs are considered Affirmative Action candidates.

PROGRESS TO MARCH 1988

An affirmative action policy including women is under development in consultation with the Affirmative Action Advisory Committee.

18. Equal Pay for Work of Equal Value - Reclassification

To consider undertaking reclassification of GNWT positions based on the principle of equal pay for work of equal value, using new classification methods developed.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

Internal pay equity is routinely reviewed during the development of new or revised classification standards. Reclassification using methods developed elsewhere (i.e. Ontario and Manitoba) is not being considered for implementation for the GWNT.

PROGRESS TO MARCH 1988

As above

19. Child Care Training Program

To develop a child care workers program through Thebacha College for field delivery.

RESPONSIBILITY CENTRE

Department of Education in consultation with Department of Social Services, CEIC, and Women's Secretariat

PROGRESS TO MARCH 1987

Due to the common elements in the training needs of Child Care workers and those generated by the Young Offenders Act, the Departments of Education and Social Services have agreed to incorporate a Child Care component into the existing Social Service Worker Program delivered by the Thebacha Campus of Arctic College. This course is being developed during 1987 and is expected to be delivered starting in September 1987. It is being developed jointly by the two departments with advice from the Social Service Advisory Committee.

There is also a child care program being offered at the Iqaluit campus, scheduled to commence September 1987.

COMMENT: It should be noted that these programs are designed to train child care workers in child welfare treatment and care facilities. It is not the same as the Early Childhood Education Program designed to train workers in Child Day Care programs.

PROGRESS TO MARCH 1988

A two year Child and Youth Care Worker Diploma Program was developed for delivery at Thebacha in September 1987 but had to be cancelled for the 1987-1988 year as only one person applied. This program will be reintroduced when there is a demand for this training, and when funding is available.

An Early Childhood Education program for day care workers is being developed by Arctic College and will be delivered in September 1988 at the Iqaluit Campus. It is a two-year diploma. Successful completion of first year will qualify the student as a day care worker. A two-year diploma will qualify a student to be a director of a day care centre.

20. Secretarial Arts as a Trade

To consider the designation of secretarial arts as a trade.

RESPONSIBILITY CENTRE

Trades Qualification Board; Minister of Education

PROGRESS TO MARCH 1987

The Apprenticeship and Tradesmen's Qualifications Board has agreed to the concept of having Secretarial Arts designated as a trade suitable for training and certification in the NWT, in a similar

way as it has been in PEI. Negotiations are to start with CEIC regarding funding support and the PEI program is to be obtained in 1987. Developmental work is underway and the trade will eventually be designated and the Advisory Committee established. This may be delayed as a Federal/Provincial/Territorial review of apprenticeship programs is underway and no new trades will be designated until it is complete.

PROGRESS TO MARCH 1988

Negotiations will begin mid-88 with C.E.I.C. to promote funding support. However, no new trades can be designated until it is known what direction C.E.I.C. will take.

UPDATE APRIL - JUNE 88

The possibility of having this program designated as a trade under the Apprentices and Tradesmen Act is still under discussion.

21. Labour Demand Projections

To develop labour demand projections for the NWT.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

The Department of Education is in the process of developing a labour market information system. Labour supply information will be obtained from Statistics Canada and through labour force surveys undertaken by the Bureau of Statistics. Labour demand information will be obtained through regular updates of the NWT Business Directory as compiled by the Bureau of Statistics. This directory will be re-designed to include information on the availability of jobs. All of this information will be available throughout the NWT.

PROGRESS TO MARCH 1988

The Department of Education is in the process of developing a labour market information system.

UPDATE APRIL - JUNE 88

Labour demand information and information on the availability of jobs is available across the NWT.

The first edition of a semi-annual Labour Market Review published in April 88 which will serve to inform the public of labour market issues and statistics.

22. Native Language Bonuses

To examine providing a special language bonus to employees with fluency in a native language.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

The Department of Personnel conducted an employee survey in 1986 to gather information about the use of Native languages in the workplace. Results are being evaluated to determine the most efficient and fair course of action.

PROGRESS TO MARCH 1988

The Employee Survey has been completed.

23. **Encouraging Union Participation**

To encourag· women to influence working conditions in GNWT through active participation in their union by considering extended lunch hours four times annually for union meetings to NWTPSA employees.

RESPONSIBILITY CENTRE

Department of Personnel

PROGRESS TO MARCH 1987

No progress reported.

PROGRESS TO MARCH 1988

In its role of negotiating with the union on behalf of the GNWT, it would be inappropriate for the Department of Personnel to interfere in union matters to the extent of encouraging a single group of employees to pressure the union.

The union itself is doing a fine job of encouraging women to become involved, particularly at higher levels.

24. **Improved Facilities for Craft and Cottage Industries (including Sewing Centres)**

To consider alternative ways of addressing the need for additional and improved facilities for the craft and cottage industries (including sewing centres) in the communities in the NWT.

RESPONSIBILITY CENTRE

Department of Economic Development & Tourism

PROGRESS TO MARCH 1987

No progress reported.

PROGRESS TO MARCH 1988

Assistance under various programs of the Department of Economic Development and Tourism was provided to the following places: Holman Eskimo Co-operative for their new building and for an advisor to

set up their remodeled carving building; Styles North in Inuvik; the Match Box Gallery in Rankin Inlet; and Traditions Craft Shop in Fort Simpson.

Requests are under consideration for Baker Lake, Coral Harbour and Iqaluit to establish wall hanging, carving and sewing facilities under private businesses.

Many community groups want arts and crafts facilities for social and cultural reasons. Those purposes go beyond the mandate of the Department. The Department is in the process of developing regional arts and crafts strategies leading to a comprehensive Territorial Arts and Craft Strategy and Policy. Interdepartmental cooperation with Social Services, MACA and Culture and Communications will be pursued and will allow greater flexibility in meeting the needs expressed by crafts people in various communities.

UPDATE APRIL - JUNE 88

Regional Superintendents, arts and crafts specialists and government departments met in June 1988 to discuss such a strategy. Recommendations are expected to be forthcoming.

EDUCATION

25. Sex Stereotyping in Curriculum

To review textbooks for sex stereotyping when books are being revised or reviewed for curriculum purposes. Any new curriculum should be free of sex stereotyping before it is approved.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

Alberta's document on "Tolerance, Understanding and Respect for Diversity" was reviewed and similar guidelines developed for the NWT. An evaluation of curriculum and program materials developed in the NWT was funded by the Women's Secretariat and completed in March 1987. It includes recommendations for specific changes where needed.

PROGRESS TO MARCH 1988

A screening takes place for sex stereotyping for all programs. The Junior High English Language Arts Curriculum was reviewed recently.

26. Math & Science Emphasis

To direct the Department of Education to promote teaching methods and expectations which encourage girls to obtain the necessary pre-requisites in math and science for careers in technological and non-traditional occupations.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

The newly revised Science Program is based largely on the Science Council of Canada's recommendations to promote "Science for every student". The program content and supporting texts have been carefully selected.

Information addressing the issue of fair representation of women in these fields, including "Checklist for Teaching Strategies for Encouraging Females in Math and Science Classes" has been distributed to the schools.

PROGRESS TO MARCH 1988

More females enrolled in all Math courses as well as in Biology. There is a fairly equal distribution of male/female students in Chemistry and Physics.

New textbooks and upcoming revisions to the math and science programs reflect a more aware attitude regarding stereotyping and careers.

27. **Women's Resource Materials in High School Libraries**

To ensure that in libraries in high schools in the NWT literature is available particularly relevant to special development needs of young women.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

All resources for high school libraries have been reviewed according to Alberta's guidelines on "Tolerance, Understanding and Respect for Diversity". Other resource material available through the schools is being reviewed and it will be ensured that resources on women's literature are available.

PROGRESS TO MARCH 1988

A list of resource materials from the Women's Secretariat will be circulated to all Superintendents which will serve as a reference for high school principals in the selection of library materials.

A Career and Life Management Course was introduced in high schools this year. This will complement the positive image of women as contained in the library materials.

The Department of Education is developing a directive on school resources which will identify the importance of containing information relevant to the needs of young women.

28. **Higher Education Courses**

Increased availability of government co-ordinated higher education courses in communities.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

In recognition that women may not be as able to travel to institutions of higher learning, a program of student financial assistance for completion of correspondence courses from recognized institutions has been introduced.

Teleconferencing options using distance education techniques are being considered for delivery of courses in communities.

PROGRESS TO MARCH 1988

Arctic College has established campuses at Iqaluit and Inuvik. An additional campus is to be established in Rankin Inlet and recruitment will be underway spring 1988.

Arctic College is negotiating with Athabasca University to offer the first year of a General Arts Program in Yellowknife.

29. **Non-Sexist Guidance Counselling**

To upgrade guidance counselling in high schools from the following perspectives:

(1) All high schools in the NWT have an adequate program of guidance career counselling.

(2) Measures be taken to ensure non-sexist career guidance counselling for female students.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

Guidance Counsellors have been made aware of the importance of non-sexist career counselling. They use a number of guides on careers, job search and counselling, all of which are the most recent Alberta editions and have been reviewed according to that provinces' guidelines for "Tolerance, Understanding and Respect for Diversity".

PROGRESS TO MARCH 1988

The Department of Education has produced a manual "Guidance and Counselling Services in NWT Schools" which will soon be distributed. The manual advised Counsellors of the importance of non-sexist career guidance.

Software such as "Choices" to assist counsellors is available and the Department is considering screening the software available.

In the 1987/88 school year, workshops were held with guidance counsellors across the Territories (Fort Smith and Iqaluit) to discuss and revise the Guidance and Counselling Services Manual.

UPDATE APRIL - JUNE 88

The manual has gone out to Superintendents and guidance counsellors for comments.

30. **Literacy Promotion & Upgrading**

To develop methods and implement programs of promoting basic literacy through special community based programs which systematically upgrade students to qualify for Basic Upgrading sponsored by CEIC.

RESPONSIBILITY CENTRE

Department of Education

PROGRESS TO MARCH 1987

Adult Basic Education Programs from Grades 7 to 10 (43 communities) and upgrading to Grade 7 (24 communities).
The funding for adult basic education was no longer going to be provided through CEIC, however, with the Employment Enhancement Agreement, and an agreement with CEIC to reprofile some funding through the Canadian Jobs Strategy, there will be funding available for adult basic upgrading next year.

PROGRESS TO MARCH 1988

The Department of Education is delivering Adult Basic Education Programs from grades 7-10 in 43 communities across the Territories in 1987/88.

The GNWT and CEIC are cost sharing a program under the Employability Enhancement Agreement which provides training and work experience to social assistance clients. This program is run in 23 communities for over 160 residents. A further 11 Job Entry Projects are funded by CEIC.

A breakdown by sex is not currently available. This type of information will be available in July 1988.

Arctic College provides academic upgrading programs at the Iqaluit, Thebacha and Aurora campuses. A total of 50 students are enrolled.

In total, 598 students are enrolled in programs of academic upgrading in the NWT and opportunities for literacy will be increased in the near future.

31. Women's Resource Sections in Public Libraries

To develop Women's Resource Sections in public libraries in NWT.

RESPONSIBILITY CENTRE

Department of Justice, Women's Secretariat, Department of Culture and Communications

PROGRESS TO MARCH 1987

No progress reported.

PROGRESS TO MARCH 1988

Public Library Services has acquired many books on Women's issues, particularly Canadian issues from such publishers as Women's Press and Canadian Council on Learning Opportunities for Women. These materials and those produced by Spousal Assault Network are regularly distributed to our 22 community libraries.

Several libraries are prominently displaying these materials, or even co-sponsoring displays and activities with local women's groups.

Culture and Communications is actively collecting a large number of video titles dealing with women's history and current issues. Local libraries have sponsored women's film programs. A bibliography on assertiveness training for women was produced and distributed to libraries.

The Women's Secretariat continues to select and send relevant reports, documents and information through the central library system for distribution across NWT.

HEALTH

32. Health Self-Help Groups Promoted

To assist groups working to establish self-help groups on health related issues by:

(1) Identifying funding sources from government and charitable foundations.

(2) Assisting groups to identify community resource people who can assist in completing requirements for incorporating as a society to receive funding.

RESPONSIBILITY CENTRE

Department of Health; GNWT offices in communities

PROGRESS TO MARCH 1987

Department of Health staff work with the community health committees using the Self-Help Model.

In conjunction with the Women's Secretariat and Secretary of State, the Department of Education held two Popular Education Facilitator Training Workshops in 1986. Thirty people, both GNWT staff and community volunteers, participated. Follow-up liaison between professional and community workers has begun.

The Family Life Education Program places high priority on the use of Popular Education Model especially as a basis for community meetings. It is seen as useful in the establishment of Self-Help Groups for spousal assault victims and others.

The Dr. Otto Schaefer Health Resource Centre is now a distribution centre for health and social services related material. Additional copies of Self-Help resource materials have been ordered.

Local Government administrators, under the Department of Municipal and Community Affairs, are not trained to assist groups with completing the requirements for incorporation as a society. The Department reports that there is not much demand for this service.

PROGRESS MARCH 1988

Emphasis has been placed on the development of Community Health Committees. Development workshops have been completed in the Kitikmeot; orientation workshops have been provided to Kitikmeot, Inuvik and Baffin Regional Health Boards. These committees, generally comprised of women, have undertaken several community issues, usually women's issues. For example, one objective of the Arviat Health Committee is in the area of midwifery as it applies to traditional Inuit birthing.

Continued emphasis on supplying Dr. Otto Schaefer Health Library with materials specific to women's health issues. Completion of audio visual material which provides for the development of self-esteem in female youth.

Many self help groups have been assisted with funding for projects not specifically targeted for women, but having an impact on women. Eg. Council for Disabled Conference, Elders Workshop Rae Edzo, Spousal Assault Conference, Inuvik Mental Health Association.

33. Encourage Communities to Regulate Pornography

To encourage communities and residents to use moral suasion in requesting retailers of pornographic materials which violate community standards to cease. Where moral suasion fails, municipalities should be encouraged to establish by-laws under the appropriate section of the Municipal Act to regulate display of materials. Criminal charges should be encouraged where sales violate the Criminal Code of Canada obscenity laws.

RESPONSIBILITY CENTRE

Minister Responsible for Status of Women

PROGRESS TO MARCH 1987

A Discussion Paper on Pornography was produced and distributed by the Advisory Council on the Status of Women in 1986. It includes information and options regarding community regulation.

Amendments to municipal government legislation which would allow for some community regulation through by-laws regarding display and control will be introduced in 1987.

PROGRESS TO MARCH 1988

Women have been made aware of the existing regulation through by-laws (Section 122 of the Cities, Towns and Villages Act proclaimed in 1987) for the sale and distribution of pornographic materials at the Inuit Women's Association AGM, April 1988 and through workshops with women's groups throughout the year.

34. **Lobby Against Pornography in Media**

To lobby the federal government to establish stricter regulations regarding the distribution of pornographic materials including the media regulated by CRTC. These regulations should include censorship of materials depicting degradation and violence against women with special attention to sex and violence in combination.

RESPONSIBILITY CENTRE

Minister Responsible for Status of Women

PROGRESS TO MARCH 1987

Some local control over display could result from the legislative changes mentioned above. Federal legislation was introduced in 1987.

PROGRESS TO MARCH 1988

The regulation of pornography is being addressed through Bill C-54, an amendment to the Criminal Code. Bill C-54 passed first reading in May 1987 and is in Committee.

Section 122 of the Cities, Towns and Villages Act, proclaimed in 1987, gives the authority to communities to regulate, through the passage of by-laws, the sale and distribution of obscene material.

35. Nutrition and Pregnant Women

To request Medical Services Branch to place high priority for research on the state of nutrition of pregnant women in the NWT with a view to making recommendations and implementing ways and means of improving the nutritional status of pregnant women.

RESPONSIBILITY CENTRE

Minister Responsible for Health

PROGRESS TO MARCH 1987

In conjunction with National Health and Welfare, the Department of Health funded the NWT Native Women's Association for the production of videos on nutrition. One of these dealt with nutrition and pregnant women. In addition, National Health and Welfare does some public information work on nutrition and pregnancy.

PROGRESS TO MARCH 1988

Pamphlets have been developed for use in Nursing stations addressing pregnancy, teen pregnancy, and eating nutritious foods.

A 5 part video series has been produced on Nutrition Awareness, two of which include Infant Nutrition and nutrition during pregnancy. Available in all Dene Languages, except Loucheux, and Inuktitut. Lesson plans accompany the videos.

The new NWT Food Guide includes a section on nutrition and pregnancy. Available in English and Inuktitut.

A video on infant feeding has been developed.

NWT Prenatal Nutrition Teaching Guide and desk flip chart "Building a Health Baby" printed April, 1988. Distributed to all nursing stations and prenatal instructors. The Guide is designed for both class room instruction and one to one counselling.

A handout "Breast Feeding Your Baby" was completed in April, 1988. Translated into Inuktitut.

NWT Nutrition Manual underway. Copies will be distributed to nutritionists who will give workshops to nurses.

36. Health Promotion Studies - Monitoring Funding

The adequacy of health promotion studies funding should be monitored to meet demands for such funding.

RESPONSIBILITY CENTRE

Minister and Deputy Minister of Department of Health

PROGRESS TO MARCH 1987

No progress has been reported.

PROGRESS TO MARCH 1988

The Department of Health took part in the National Health Promotion Survey of 1985. The results of this survey have been discussed with Health Officials. A summative report is scheduled to be forwarded to communities and the public in the Spring of 1989. This report identifies attitudes and behaviours women maintain in relation to health issues such as: personal rating of happiness, stress levels and degree of coping skills, nutritional knowledge, and physical health improvement efforts.

37. **New School Health Curriculum Introduced**

To introduce the health curriculum currently under development into NWT schools. The curriculum covers all areas of health education including mental and emotional well-being, alcohol and drug abuse, family life education and family planning.

RESPONSIBILITY CENTRE

Department of Education with support of the Department of Health

PROGRESS TO MARCH 1987

This is being done jointly by the Departments of Health and Education, and elements of it were introduced to the schools in 1986/87. The Grade Six and Junior High programs on Alcohol and Other Drugs were initiated, and the Family Life Unit was pilot tested in selected schools. It will be revised and based on this piloting, introduced into all schools.

The health program will be mandatory and introduced in Grades K-9 in September 1987. The Family Life Unit will be part of the Health Program and parents will have the option of requesting that their children be excused from this unit. The majority of the units will be ready by September 1987 and the remaining units will be added in September 1988 to complete the program.

PROGRESS TO MARCH 1988

The Health Curriculum has been introduced in stages. The Kindergarten, Grades 1,2 and 3 materials have been distributed to schools. Grades 4, 5 and 6 materials are being revised and will be completed soon.

The nutrition, dental and safety and first aid units will be added to the program this summer.

In-service workshops have been held for trainers from each region. They in turn assume the responsibility to in-service than the staff from each school in their respective regions.

38. Regulation of Videos

To consider legislation to regulate the sale and rental of videos, and their content and classification in a manner similar to that of motion pictures.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

No progress reported.

PROGRESS TO MARCH 1988

The regulation of pornography is a federal responsibility and is being addressed through Bill C-54, and amendment to the Criminal Code. Bill C-54 passed first reading in May 1987 and is in Committee. Section 122 of the Cities, Towns and Villages Act, proclaimed in 1987, gives the authority to communities to regulate through the passage of by-laws, the sale and distribution of obscene material.

MACA distributed the Act to all community councils, offered workshops to council members and administrators and responded to questions on the whole Act. The Department is not aware that any community council has enacted by-laws as it relates to Section 122.

39. Industrial Health and Safety Regulations

To revise Industrial Health and Safety Regulations in order to improve workers' effective right to know what substances they are being exposed to and how to protect themselves by:

(1) Requiring employers to have information at work sites on hazards in the workplace.

(2) Improved labelling of potentially toxic substances.

(3) Education on rights of workers to refuse to do dangerous work and protective measures to reduce levels of exposure.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

No progress reported.

PROGRESS TO MARCH 1988

The regulations are being drafted to amend the Safety Act in order that the Territories can conform with the Federal Workplace Hazardous Material Information System. WHMIS will provide all workers with the "right to know" all of the details of the substances they work with.

40. Spousal Assault Task Force Recommendations - 3 Year Action Plan

To review proposals and recommendations for implementation of programs to deal with spousal assault in a three year action plan.

RESPONSIBILITY CENTRE

Ministerial Committee and Minister Responsible for the Status of Women.

PROGRESS TO MARCH 1987

The Department of Social Services has been assigned the lead responsibility for implementing the Action Plan developed by the Task Force on Spousal Assault. A Co-ordinator is on staff and several community initiatives are underway. An annual report will be tabled in the Legislative Assembly in 1987.

PROGRESS TO MARCH 1988

The first Annual Report on "Choices - a Three-year Action Plan for Spousal Assault" was tabled on February 17, 1988. The Ministerial Committee chaired by the Women's Secretariat continues to monitor the progress of the Action Plan and will be presenting the 2nd Annual Report to the Minister for tabling in October 1988 along with recommendations for the continuing role of the Ministerial Committee.

41. Mental Health Program Evaluation

To conduct an evaluation of the adequacy of mental health delivery services in the NWT and make recommendations on:

(1) Appropriate roles of professional, para-professional and other community resources including self-help groups.

(2) Procedure for providing service delivery.

(3) Training requirements.

(4) Funding requirements for alternative methods of delivery.

(5) Transfer of all responsibility in this area from Health and Welfare Canada.

RESPONSIBILITY CENTRE

Department of Health

PROGRESS TO MARCH 1987

The mandate for mental health services, except for the Baffin Region, is a Federal one. The GNWT Departments of Health and Social Services are aware of the lack of services and have developed an approach for delivering mental health services following the transfer of responsibility for Health to GNWT.

The Department of Health, at times jointly with the Department of Social Services, deals with some aspects of mental health in its Family Life Education and Health Promotion Programs. It funded a number of community workshops and initiatives, especially regarding suicide, in 1986.

PROGRESS TO MARCH 1988

The Department of Health has participated in many workshops dealing with Mental Health. There have been workshops in Inuvik and Kitikmeot regions for self-help and community awareness of suicide.

Popular Education workshops have been conducted for community residents for awareness of mental health, women's issues and suicide.
A study on suicide among Keewatin Inuit was also completed.

Aspects of mental health are dealt with through The Family Life Education program with the Department of Health.

Social Services is responsible as of April, 1988 for community mental health initiatives.

42. Alcohol and Drug Abuse Treatment and Prevention

To undertake research into the special needs of women in alcohol and drug abuse and develop awareness and rehabilitation programs to meet these needs.

RESPONSIBILITY CENTRE

Department of Social Services

PROGRESS TO MARCH 1987

This issue has been identified to the Alcohol and Drug Co-ordinating Council. In conjunction with the NWT Native Women's Association, a kit entitled "It's Just Your Nerves" has been developed. It is being used as a basis for training and awareness sessions throughout the NWT.

PROGRESS TO MARCH 1988

The Department in conjunction with Culture & Communications has released two booklets, "Women and Alcohol" and "Women Moving Up".

In conjunction with other funding agencies, funding was provided to the NWT Advisory Council on the Status of Women to hold a workshop in Rankin Inlet for women on personal skills development. Distribution of the kit, "It's Just Your Nerves" has continued and several workshops using the kit have been supported by the Department.

Due to the restructuring of the Alcohol and Drug Co-ordinating Council into a Board of Management, it has not been possible for the issues to be reviewed by them during the year.

43. Research on Women's Issues

A proposal for increasing the research capacity of the Women's Secretariat should be presented for Executive approval.

RESPONSIBILITY CENTRE

Women's Secretariat and Minister Responsible for Status of Women

PROGRESS TO MARCH 1987

An indeterminate position for a Research Analyst has been established and staffed in the Women's Secretariat.

PROGRESS TO MARCH 1988

The Women's Secretariat now has a Research Analyst on staff.

Research undertaken includes maternity rights and benefits; impacts of the Canadian Job Strategy on women; and legal implications of relationships outside marriage (including status of children, property, support and future directions).

WOMEN IN PUBLIC LIFE

44. Appointment of Women to Boards

Appoint women to public boards when vacancies occur to ensure women are more equitably represented. Reasonable balance of men and women on each board should be considered as well as considering women for chairperson positions.

RESPONSIBILITY CENTRE

All Ministers of Executive Council

PROGRESS TO MARCH 1987

A talent bank has been set up and is regularly updated by the Women's Secretariat. Departments have been given names of women from the bank for Boards or Councils within their area of responsibility.

PROGRESS TO MARCH 1988

The Talent Bank continues to be regularly updated by the Women's Secretariat. As the Secretariat becomes aware of a vacancy they refer names of women interested to the appropriate Department. They also notify each Department of women interested in boards in their jurisdiction. To date two women have been appointed to boards from the Bank. Out of a total of 405 board positions, 116 or 28% are women.

45. Talent Bank of NWT Women

Establish a Talent Bank of NWT women and their skills and experience to identify qualified women for appointments to Boards.

RESPONSIBILITY CENTRE

Women's Secretariat

PROGRESS TO MARCH 1987

This has been set up and has over 100 names, including resumes. Advertisements are placed in newspapers on a yearly basis encouraging women to submit their names. Articles are also run in the Advisory Council's newsletter.

PROGRESS TO MARCH 1988

The talent bank is functioning and has received over 100 names from five regions across the NWT. The Women's Secretariat continues to place advertisements in the newspapers encouraging women to submit their names and to run articles in the Advisory Council's Newsletter.

46. **LHA Appointments of Women**

To advise Local Housing Authorities and Associations (LHA) to consider male/female balance on the board when making recommendations for appointments to their Local Housing Authorities and Associations.

RESPONSIBILITY CENTRE

Minister Responsible for Housing

PROGRESS TO MARCH 1987

The breakdown within the forty-five Housing Associations is as follows:

Chairpersons: F-10, M-35
Board Members: F-101, M-92
Secretary/Managers: F-24, M-21

PROGRESS TO MARCH 1988

46 housing organizations in the NWT

	# Male	%	# Female	%
Board Members	197	59	139	41
Chairpersons*	33	73	12	27
Secretary Manager**	16	36	29	64

* one vacant position
** one vacant position

47. **Women on DIZ Groups**

Encourage Development Impact Zone (DIZ) Groups to include women.

RESPONSIBILITY CENTRE

Minister Responsible for Energy, Mines & Resources and Energy Mines & Resources Secretariat

PROGRESS TO MARCH 1987

No progress - the DIZ program is under review. If it is reconfirmed, appropriate action will be taken.

PROGRESS TO MARCH 1988

During 1987 two DIZ Groups were active in the NWT. The Beaufort Mackenzie Delta DIZ Group had 9 community representatives, two of whom were women. The Shihta Regional Council DIZ had 5 members of which one was a woman. Because of eonomic downturn, both groups reduced membership from 2 to 1 representative per community. The community decides through a democratic process who can best represent community issues, regardless of whether the issues relate to women or men.

48. **Women in Policy and Decision-Making in the Public Service**

Include in an affirmative action program for women, representation at all policy and decision-making levels, particularly in priority areas of education, health, and employment.

RESPONSIBILITY CENTRE

Equal Employment Directorate

PROGRESS TO MARCH 1987

The targeting of key policy and decision-making positions is to be included in the implementation of the Affirmative Action Program.

PROGRESS TO MARCH 1988

An affirmative action policy including women is under development in consultation with the Affirmative Action Advisory Committee.

49. **Day Care Expenses for Board Members**

To amend the Financial Administration Directive on Honoraria for members of public boards to include reimbursement of women and men qualifying for honoraria for extraordinary child care expenses incurred in order to attend board meetings.

RESPONSIBILITY CENTRE

Department of Finance

PROGRESS TO MARCH 1987

A revised Honoraria Directive was developed by the Department of Finance and the Priorities and Planning Secretariat and implemented in 1985. The Revision included significant increases in per diem payments to compensate for lost wages and now provides one of the highest honoraria rates in Canada. This change was not specifically aimed at compensating for child care expenses.

PROGRESS TO MARCH 1988

This item is still in the development stage.

LEGISLATION

50. Sexist Language in Legislation

To amend Acts and Regulations to remove any sexist language at the time these documents are amended for content. New Acts and legislation should not include such usage.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

Immediate concerns arising from the Charter of Rights and Freedoms were addressed by legislative amendments to a series of Acts in 1986. The impact of the Charter will be considered in the drafting of new legislation. A two year review of all NWT statutes begins in 1987 and the Charter will be one consideration. The removal of sexist language will also be done as part of this review.

PROGRESS TO MARCH 1988

It is anticipated that by next year the revision of all legislation and regulations to eliminate sexist language will be completed.

51. Equality Audit Amendments to Legislation

To introduce legislation to comply with equality provisions of the Charter of Rights and Freedoms as soon as possible.

RESPONSIBILITY CENTRE

Department of Justice; Designated Departments

PROGRESS TO MARCH 1987

See above.

PROGRESS TO MARCH 1988

Two pieces of legislation concerned with the Charter of Rights and Freedoms have been passed in the NWT, one in 1986 and one in 1987. This completes Territorial conformation with the provisions of the Charter.

52. Family Law Revisions

To make recommendations for changes in legislation to simplify family law and to reflect marriage as an equal partnership, both social and economic.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

This has been broached with the Department of Justice by the Women's Secretariat and a joint review will be proposed in 1987.

Family law revision would be a major undertaking by the Department of Justice. It would involve a commitment of at least one legislative counsel to the project for approximately two years.

The Department of Justice cannot make such a commitment for legislative counsel at this time to this project. There will be a meeting between legal counsel and legislative counsel from the Department of Justice and the Women's Secretariat to look at the best way to proceed in making changes to the family law in the NWT. Drafting of the legislation will have to be done by legislative counsel, therefore the Executive Council will have to be prepared to make a commitment to devote legislative counsel staff to this long term program. In any event, Action Items under "Legislative Review" in the Five Year Plan will not be completed by 1987, however, the procedure for such a major revision to our family law is being investigated by the Department of Justice.

PROGRESS TO MARCH 1988

It was anticipated that the Minister of Justice would make an announcement in the Winter Session of the joint undertaking by the Departments of Justice and Social Services to prepare a proposed course of action for the comprehensive review of Family Law matters in the NWT. This course of action will include formation of a formal Working Group to study and make recommendations for legislative reform in all aspects of family law.

UPDATE JUNE 1988

The Minister of Justice has written to native groups and other organizations with an interest in family law to seek recommendations for appointments to a Working Group.

Funding for this initiative will come from the Departments of Justice and Social Services and the Women's Secretariat. Funds are also being sought from the NWT Law Foundation, Canadian Bar Association and the federal Department of Justice.

53. **Legal Recognition of Common Law Partnerships Studied**

To study the legal practice in Canada and other countries related to the recognition of common law relationships and recommend changes to laws or practices to eliminate any discrimination against women and children in this area.

RESPONSIBILITY CENTRE

Department of Justice

PROGRESS TO MARCH 1987

No progress reported.

COMMENT: Legal recognition of common law partnerships will be included in the family law revision.

PROGRESS TO MARCH 1988

See #52 above - Family Law Revisions.